

South-Western City Schools
Minutes – Special Meeting
April 1, 2024

The South-Western City Board of Education met in special session on April 1, 2024, 8:30 p.m. with the following members present:

Chris Boso
Denise D’Angelo Steele
Julie Liskany
Kelli Martindale
Camille Peterson

24-53 Mrs. Peterson moved that the Board of Education approve the agenda as presented for the April 1, 2024 Special Meeting.

Ms. Martindale seconded the motion.

Roll Call:

Mrs. Peterson, Aye; Ms. Martindale, Aye; Mrs. D’Angelo Steele, Yes;
Ms. Liskany, Aye; Mr. Boso, Aye.

Motion Carried

A. ITEM FOR DISCUSSION

- a. Superintendent Search Process
 - i. Deb Campbell and Frank Forsthoefel, M.Ed., from K-12 Business Consulting, Inc.
 1. Ms. Campbell and Dr. Forsthoefel provided a PowerPoint presentation overviewing the Superintendent Search Process.
 2. Step 1
 - a. Identify characteristics
 - b. Involve the Board and other stakeholders in the process
 - c. Advise the Board on a compensation package
 - d. Announce position availability
 3. Step 2
 - a. Review the Superintendent Search Profile with the Board
 - b. Publish search profiled
 - c. Identify likely candidates and research academic and leadership performance.
 4. Step 3
 - a. Actively recruit candidates
 - b. Actively market the District
 - c. Screen candidates
 5. Step 4
 - a. Suggest semi-finalists
 - b. Provide interview management and assist the Board in narrowing the list
 - c. Help coordinate meet and greet with staff and stakeholders
 6. Step 5
 - a. Review sample contract language, wage and benefits
 - b. Assist in negotiation of contract with finalists
 - c. Make sure all components are ready for the employment of the new superintendent
 7. Step 6
 - a. Additional services available outside the search, if desired
 - b. Post-employment goal setting and executive coaching
 8. Proposed Timeline

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- a. The proposed timeline was broken down to eight key milestone dates (some with a range of time for the task at hand) from April 3rd through June 10th.
 - i. Ms. Peterson question how staff and community would be involved if the school year was over at the time of the second rounds of interviews.
 - ii. Ms. Martindale stated that she would be unavailable on a few of the proposed dates.
 - iii. Ms. Martindale stated that the timeline end date was a little later than she anticipated.
 1. Dr. Forsthoefel stated that the timeline is one that they feel is appropriate based on K-12's experience.
 - iv. Mr. Boso asked if the deadlines were more driven by K-12 or by the potential candidates.
 1. Ms. Campbell stated that the candidates need time if they are moving from a different area to get to know the area (i.e. housing market, schools, amenities, etc.)
 - v. The Board discussed moving the hire date to Saturday, June 8th to allow flexibility to the candidate and the Board.
9. Ms. Campbell discussed the communication of the search process to staff and community. Ms. Campbell stated that two spokespeople would be used by the District. Ms. Campbell stated that the two spokespeople would be Mr. Boso and Mr. Debo.
 - a. Ms. Campbell stated that it is important to have spokespeople to answer questions to provide consistent information.
10. Ms. Campbell discussed the various groups that will be included in the process.
 - a. The Board agreed that a good cross section of the staff and community is important.
11. Ms. Martindale asked if the Board should attend the Search Profile meetings.
 - a. Ms. Campbell stated that it is not beneficial for Board members to attend those meetings because the individuals involved in those meetings need a confidential environment to discuss their needs with the K-12 Business Consultants staff.

24-54 Ms. Martindale moved that the Board of Education adjourn to Executive Session according to Policy 0166 to discuss the appointment or employment of public employees.

Ms. Liskany seconded the motion.

Roll Call:

Ms. Martindale, Aye;	Mrs. Peterson, Aye;	Mrs. D'Angelo Steele, Aye;
Ms. Liskany, Aye;	Mr. Boso, Aye.	

Motion Carried

The Board of Education adjourned to Executive Session at 7:50 p.m.; they reconvened the meeting at 9:53 p.m. with all attending members present.

Roll Call:

Mr. Boso, Present;	Mrs. D'Angelo Steele, Present;	Ms. Liskany, Present;
Ms. Martindale, Present;	Mrs. Peterson, Present.	

Motion Carried

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24-55 **Mrs. D’Angelo Steele** moved that the meeting be adjourned

Mrs. Peterson seconded the motion.

Roll Call:

 Mrs. D’Angelo Steele, Aye;

 Mrs. Peterson, Aye;

 Ms. Liskany, Aye;

 Ms. Martindale, Aye;

 Mr. Boso, Aye.

Motion Carried

Meeting adjourned at 9:54 p.m.

Chris Boso
President

Hugh W. Garside, Jr.
Treasurer